Senate Faculty Survey Results

The UC-AFT is convinced that a strong and independent union can serve the interests of all UC academics; we are equally convinced that the union's strength is proportional to Senate faculty involvement. Thus the union has re-dedicated itself to addressing Senate Faculty concerns.

A survey mailed last spring to all UC Senate Faculty members is helping the union identify issues of importance to the Academic Senate.

> ***Over 47% of Senate Faculty members responding to the survey say they teach classes that are too large for effective instruction.***
>
> ***A majority of the respondents feel that the administration is failing to protect faculty interests on a systemwide level and in the California Legislature.***

With 6.5% of the Senate responding to our questionnaire, we received some 450 responses. Here are the highlights:

- In the area of undergraduate education, over 64% of the Senate respondents reported that UC is failing to give undergraduate teaching its "proper weight" in terms of merit and promotions; 54% indicate that not enough resources are devoted to teaching.
- Over 47% say they teach classes that are too large for effective instruction.
- While 87% of the respondents report that current UC employee benefits are satisfactory, 70% would like to see benefits expanded into areas such as child care and faculty mortgages.
- 83% were unaware that more recent appointments have longer vesting periods for dependent health benefits after retirement; 75% disapprove of such two-tier benefit programs.
- On issues of shared governance, 46% feel the Academic Senate is failing to protect faculty interest on the campus level and 51% indicated inadequacies in systemwide representation of faculty.
- Strong majorities report that the administration is failing to effectively advocate faculty interests in the Legislature (63%) and that the Senate should play a more direct role in legislative lobbying (77%).
- 67% would like UC to find a solution other than raising student fees to deal with current budget shortfalls.
- In one of the strongest majorities of the survey, over 81% of the respondents said the Senate had inadequate input into finding solutions for the 1990-91 UC budget crisis.

The results of the survey indicate to us a concern among Senate faculty regarding an erosion of Academic Senate power and input as well as skepticism regarding the administration's ability to represent the research and educational goals of UC faculty.

We feel it is imperative that UC faculty have an organization of their own which has the strength to take an active and effective role in advancing the welfare of their profession.

— **UC-AFT Organizer Rick Nadeau**

UNIVERSITY OF CALIFORNIA AT LOS ANGELES
MAR 18 1992
SERIALS DEPARTMENT
LIBRARY

Contract Talks Aim for Respect

The UC-AFT is preparing to "re-open" three contract articles for negotiation when the union and the university meet to discuss changes in the Unit 18 Memorandum of Understanding (MOU).

The union is seeking improvements to contract articles pertaining to 1) Benefits; 2) Waiver; 3) No Strikes.

The current Unit 18 contract contains numerous examples of language and conditions that typify the university's lack of respect for its academic employees.

"It's time that we get our faces out of the mud and enter into agreements that contain respectful contract language," said **Ed Purcell**, UC-AFT Labor Relations Consultant.

Given California's stormy economic climate, the union is seeking minimal demands that will have little budget effect, said Chief Negotiator **Michael Rotkin**. "Yet we still expect the university to fight us tooth and nail on even these minor attempts to improve the contract."

The university's contract negotiators can be an "arrogant, irrational, bullying bunch," who will stoop fairly low in their attempts to intimidate, according to Rotkin and other union bargaining team members.

Thus far, other faculty members who have volunteered for the union collective bargaining team include **Marlene Clarke** (UCD), **Susan Griffin** (UCLA), and **Cynthia Tuell** (UCR).

Printed on Recycled Paper.

---

psl gift

American Federation of Teachers. University Council

HD
6350
C634582

UC-AFT
PERSPECTIVE
Volume 6, Number 1 *News For All University of California Academics* Fall 1991

Faculty salaries slump while UC executives paid top dollar

At a time when academic salaries are falling and the University of California has been forced to trim its budget by $300 million, UC President **David Pierpont Gardner** and other top administrators are being paid more than their counterparts at other major American universities.

"Shameful," is how State Rep. **John Vasconcellos** (D-Santa Clara) described UC's relative generosity in compensating its chief administrators.

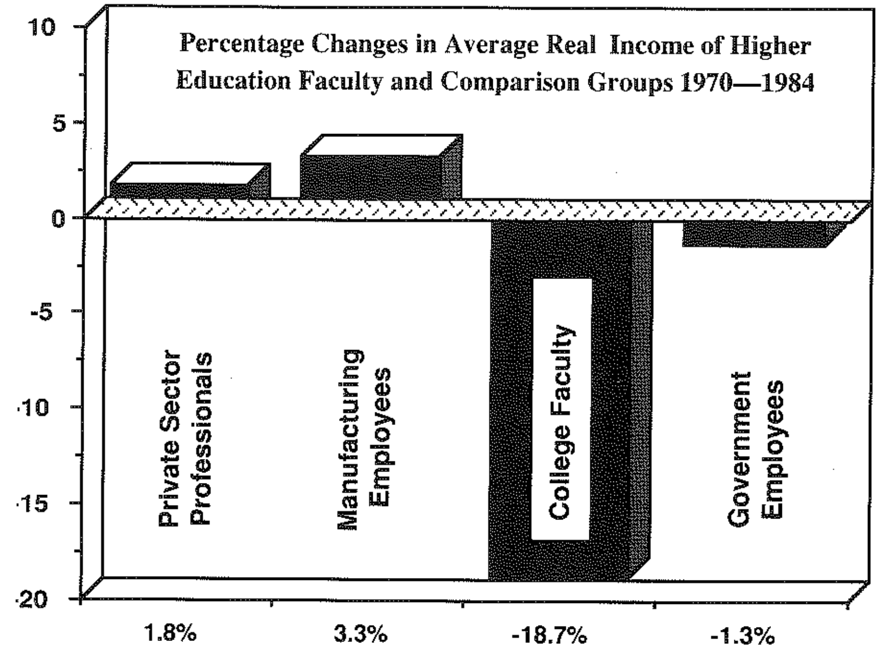
A *San Diego Union* editorial reasoned that, "In these difficult economic times, a voluntary pay cut by Gardner would be a strong symbolic gesture."

Unfortunately, what the press has neglected to report is that the California Postsecondary Education Commission's (CPEC) exposé of bloated administrative salaries also comes during a period when all other UC employees are being asked to take effective pay cuts through the withholding of merit salary adjustments.*

The commission, which advises the governor and Legislature on higher education policy, found that Gardner's compensation package of $307,900 is 30% higher than the mean compensation received in a nationwide comparison group of 23 other higher education chief executives, which included Harvard, MIT and Stanford. CPEC also reported that:

- Gardner earns $245,500 a year and will receive an additional $64, 400

cont. p 4



*** SALARY BULLETIN**

Because the directive President Gardner issued on this year's merit deferrals is unclear about funds for those employees who were "promised" 1991-92 pay raises, those academics holding written agreements specifying a pay raise may be exempt from the merit salary deferral.

Contacting your local union representative (p. 2) will allow for a better evaluation of the situation and the potential for enforcement action on our part.

The chart above shows that inflation easily outpaced U.S. college and university faculty income for the years 1970-1984 (data from Howard R. Bowen and Jack H. Schuster, *American Professors—A National Resource Imperiled,* Oxford University Press, 1986).

The 14-year period saw employees in other professions fare better vis a vis inflation than our nation's professors, whose real purchasing power dropped 18.7%. Salaries haven't improved much since the mid-1980s at

cont. p 6

INSIDE: 2 From the President 3 Legal Brief 5 Library News 7 New Consultant 8 Senate Survey

From the President...

Salaries Slipping

Well, it's fall again. I have to admit that it never seems like fall to me in Southern California. I still wait for the crisp air of Chicago in October, falling leaves, even the first dusty snowfall. But one seasonal change is consistent. The students return. Campuses are full and bustling.

I look forward to seeing my new students. I've been away long enough; it's nice to have some real faces in front of me. I think all the faculty and librarians in the University Council look forward to the fall.

Like most folks in higher education, we like our work, our students, our lifestyles. Most of the time, we like our work enough to put up with the disadvantages, such as this year's freeze on all salary increases, including merit raises. We figure that one year's delay won't hurt us much, and, after all, we're willing to sacrifice a bit for the welfare of the University.

But how many of us realize what sacrifices higher education staff have really made over the past 20 years? We see (p. 1 chart) how faculty income failed to keep up with inflation from 1971 to 1984 while employees in other fields fared better.

Bowen and Schuster also looked at U.S. Bureau of the Census data from 1960 to 1984. They found that the real average earnings of state public higher education instructional staff lagged well behind the gains achieved by state and local employees engaged in functions other than education.

The authors claim that the census data display clear evidence that "salary decisions by state governments were biased in favor of state employees other than instructional staff in higher education."

What accounts for this bias? Are state legislatures oblivious to the value of higher education faculty?

Bowen and Schuster offer a different kind of explanation. The most obvious factor, they say, is "the impact of collective bargaining which has given other state employees a stronger voice."

One of the myths of higher education is that each of us will be rewarded according to our individual worth. We like to think of salary as a private measure; it's hard to envision ourselves on a bus to Sacramento to pester the Legislature for a raise.

But over the past 20 years, our fellow state employees haven't been so reluctant to protect themselves. From 1960 to 1984, they used their unions to keep themselves 19% ahead of us—and in the past 7 years, that gap has probably increased.

In other words, when the call goes out to tighten our belts, we're pulling ours in a notch more than they are. That's not fair. But to close the gap, we need a voice that the state of California can hear. We need a strong union—not only Lecturers and Librarians, but Senate faculty, too.

Let's put some energy into protecting ourselves. Recruit a colleague. Volunteer some time to your Local. And when we get that bus going to Sacramento to tell this state what higher education staff need, by all means get on board.

UC-AFT President Susan Griffin

UC-Berkeley
AFT Local 1474
Nancy Elnor
School of Library & Information

UC-Berkeley Librarians
AFT Local 1795
Susana Hinojosa
Moffitt Library

UC-Davis
AFT Local 2023
Marlene Clarke
English Department

UC-Irvine
AFT Local 2226
Sylvester Klinicke
Special Collections Dept.

UC-Los Angeles
AFT Local 1990
Tom Lochhaas
Writing Program

UC-Riverside
AFT Local 1966
Cynthia Tuell
English Department

UC-San Diego
AFT Local 2034
Fred Lonidier
Visual Arts

UC-Santa Barbara
AFT Local 2141
Maria Marotti-Ceder
French and Italian Dept.

UC-Santa Cruz
AFT Local 2199
Virginia Draper
Stevenson College

UC-AFT Labor Consultant
Ed Purcell
8726 S. Sepulveda Blvd. #1011
Los Angeles, CA 90045
(213) 649-4993

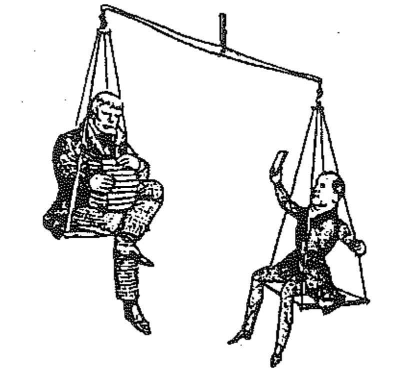
UNIVERSITY COUNCIL-AFT
PERSPECTIVE

The *PERSPECTIVE* is published three times during the academic year for members of the University Council-American Federation of Teachers. To become a member, please contact your Campus Representative (listed above).

Perspective Articles may be reproduced without permission, although credit is appreciated. Contributions of news and other items are encouraged. Please direct correspondence to 1775 Diamond St. #1-318, San Diego, Ca 92109.

Editor: John J. Zlatic Tel. (619) 274-3018

LEGAL BRIEF



MIGHT v. RIGHT

Protecting our members' rights via legal action is one of the UC-AFT's most tangible, time-consuming and expensive undertakings. The university maintains a staff of well-paid attorneys (your tax dollars at work) which dwarfs our own legal resources. Despite this disparity, the union has fared well for its members.

UCLA QUOTA VICTORY

As *Perspective* went to press, the union learned of a big victory in our efforts to provide appointments and compensation for a large number of UCLA lecturers who were illegally denied three-year appointments commencing in 1987-88.

The state Public Employment Relations Board (PERB) ruled in early October that the University must provide the appointments and compensate the affected lecturers.

Look for a detailed report in the winter issue of *Perspective.*

PATENT POLICY

The union contends that UC's decision to take a larger share of patent royalties earned by the university's researchers may represent a breach of contract for those individuals who were hired by the university under the terms of the original patent policy.

UC's position is that "The University may in fact change its policies, and employees who continue their employment after such policy change are essentially acquiescing to such policy change by the fact of their continued employment."

The union is seeking legal advice to unravel this "strange contortion of logic" and is interested in hearing from academics affected by the new patent policy.

MAILS CASE

The UC-AFT is engaged in settlement talks with the university regarding union access to UC's internal mail system.

Under terms of the proposal currently on the table, university mail personnel would distribute "books," the legal definition of which includes some union publications.

UNION DUES DEDUCTIONS

In response to difficulties experienced with the university's automatic payroll deduction of union dues, the UC-AFT has filed a grievance and is moving to arbitrate the issue. The union is claiming a "serious loss of dues income" and "an impairment in the union's ability to represent its membership."

UC-AFT & UCSB Settle "Quota" Case

In a July 31st Settlement Agreement with the UC-AFT, the university administration agreed to grant reviews to two Writing Program Lecturers and to modify existing UCSB policy on granting resource allocations ("needs requests") for three-year positions.

In exchange, the UC-AFT agreed to drop the UC Santa Barbara "Quota" case, the case charging that the UCSB administration had added illegal criteria to the assessment of "instructional need," as defined in the Memorandum of Understanding.

Though the UCSB administration had never made an explicit policy of allowing only a set number of 3-year appointments (a quota), they had frequently replaced lecturers eligible for post 6-year review with new one-year appointees.

At the bargaining table, therefore, the UC-AFT indicated it would find it difficult to settle for reviews of the 2 Writing Program lecturers (the UC's initial offer) if such a policy continued.

The UC/UCSB administration offered to meet this objection with the following UCSB policy modification: "When, as a result of this [programmatic, fiscal, etc.] assessment, it is determined that the courses covered by the proposed FTE allocation should continue to be taught by a member of Unit 18 for the next three years, then the University will consider that the instructional need test has been met."

The change says, in short, that (on the UCSB campus only) the number of existing 3-Year appointments will not be used as a reason for denying additional three-year positions.

The settlement did not resolve other on-going problems, particularly those involving the replacement of lecturers with senate faculty or the uncertainties of program continuation, both of which are explicitly reserved to the "academic judgment" of the university.

However, the UCSB local feels that the agreement is a significant step in assuring reviews for lecturers when course continuation and faculty category are not issues.

Needless to say, we are also delighted that the two Writing Program lecturers are receiving the reviews to which they were entitled.

— Judy Kirscht

UC Unloading "Remedial" Classes

Despite opposition from UC writing instructors, the administration is pressing forward with plans to unload "remedial" courses to either community colleges or to University Extension.

UC President **David Gardner** has instructed the system's campus Chancellors to decide this year how they plan to farm out such courses and to report back by September 1992 on the "savings" generated by such changes.

> *"These students will be given a strong message that they do not belong in the same way that other students do; they also may not get the level of instruction that they would receive through regular UC courses."*

The Chancellors also been asked to consult with the Academic Senate on each campus.

The courses designated "remedial" include the Subject A writing course, taken by roughly half of UC's first-year students.

"Sending these students off to either community colleges or to Extension courses for which they will have to pay substantial additional fees is a shoddy way for the university to meet its obligation to teach those students it has already admitted," says John Reiff, a UCSB writing instructor who is opposing the university's plan.

"It also will impact significantly on diversity," Reiff said, "as students required to satisfy the Subject A requirement include substantial numbers of under-represented groups. These students, sent off-campus for writing instruction after they have arrived at UC, will be given a strong message that they do not belong in the same way that other students do; they also may not get the level of instruction that they would receive through regular UC courses—instruction that is vital in helping them develop the abilities they need to do well in their college work."

Academics concerned about the implications of subcontracting courses away from their own campuses are encouraged to contact their writing program to ascertain the current status of this proposal and lobby for Academic Senate support.

"This is a very important issue that deserves a systemwide debate," Reiff said. "But it's just not happening. UC students and UC instruction will suffer for a long time to come."

Liao Suit,

from p 6

The judge's decision paves the way for a full trial centering on contractual language that "any reappointment shall be preceded by an evaluation of the performance of the faculty/instructor in the unit..." (Article VII B2(a) of the Memorandum of Understanding).

-- Daniel Tsang, Local 2226

UC Administrators Paid Comparably Well,

from p. 1

in deferred income on January 1, 1993. In addition, the UC president receives a benefit package that amounts to about 25% of his salary.

- The university president's perks include a housing allowance, house maintenance, car and driver, club dues, entertainment funds, estate planning and tax preparation.
- Gardner's compensation package is roughly 3 times that provided California's Governor, Supreme Court Justices and all US Senators and Representatives.
- Other UC top administrator's are faring comparably well. Vice presidents for academic affairs, administration and budget in the system's statewide headquarters earn between $150,000 and $199,200—placing them 14% to 60% higher than the mean for similar positions in other universities.

The *Los Angeles Times* reported UC's defensive posture as stated by senior VP for Administration **Ronald Brady**, himself a $170,000 per-year employee. "UC's top salaries are 25% to 30% behind the competition," Brady said, "and we're having trouble recruiting the people we want." Brady further claimed that the CPEC process was adequate for comparing faculty salaries but not administrative pay.

Murray Haberman, director of the CPEC report, defended the study's methods by pointing out that the comparison institutions used are reflective of those with which UC competes for administrative talent.

"The real policy question," Haberman told the *LA Times*, "is 'How much money is the state willing to pay for high-level executives?' and should these rich compensation packages and perquisites be given just to a few at the top or should everyone in the system benefit to some degree?"

UC-AFT MEMBERSHIP FORM

Full Campus Address: ______________________________

Campus Phone: ______________________________

Home Address: ______________________________

Home Phone: ______________________________

UC-AFT Dues are 0.75% of gross monthly salary for Academic Senate faculty and academic researchers who do not have exclusive representation. Dues are 0.85% of gross monthly salary for librarians and non-senate faculty who have exclusive representation. In either case, dues are capped at $38 per month. Dues will be deducted each month from your payroll check. Dues paid to UC-AFT may not be deductible for federal tax purposes; however, under limited circumstances, dues may qualify as a business deduction. Please check with your tax consultant.

EMPLOYEE ORGANIZATION MEMBERSHIP PAYROLL DEDUCTION AUTHORIZATION

UPAY 669 (10/80)

PLEASE PRINT OR TYPE

CAMPUS	LOC	EMPLOYEE I.D.	DATE
ACTION ON THIS FORM TO BECOME EFFECTIVE THE PAY PERIOD BEGINNING:			DATE

LAST NAME, FIRST, MIDDLE INITIAL

DEPARTMENT EMPLOYED AT U.C.

TITLE AT U.C.

ORGANIZATION NAME (INCLUDE LOCAL NAME AND NUMBER)

MONTHLY DEDUCTION	ENROLL	CANCEL	CURRENT AMOUNT
DUES	✓		
INITIATION FEES			
GENERAL ASSESSMENT			
	TOTAL		

I authorize The Regents of the University of California to withhold monthly or cease withholding from my earnings as an employee, membership dues, initiation fees and general assessments as indicated above.

I understand and agree to the arrangement whereby one total monthly deduction will be made by the University based upon the current rate of dues, initiation fees, and general assessments. I ALSO UNDERSTAND THAT CHANGES IN THE RATE OF DUES, INITIATION FEES AND GENERAL ASSESSMENTS MAY BE MADE AFTER NOTICE TO THAT EFFECT IS GIVEN TO THE UNIVERSITY BY THE ORGANIZATION TO WHICH SUCH AUTHORIZED DEDUCTIONS ARE ASSIGNED AND I HEREBY EXPRESSLY AGREE THAT PURSUANT TO SUCH NOTICE THE UNIVERSITY MAY WITHHOLD FROM MY EARNINGS AMOUNTS EITHER GREATER THAN OR LESS THAN THOSE SHOWN ABOVE WITHOUT OBLIGATION TO INFORM ME BEFORE DOING SO OR TO SEEK ADDITIONAL AUTHORIZATION FROM ME FOR SUCH WITHHOLDINGS.

The University will remit the amount deducted to the official designated by the organization.

This authorization shall remain in effect until revoked by me - allowing up to 30 days time to change the payroll records in order to make effective this assignment or revocation thereof - or until another employee organization becomes my exclusive representative.

It is understood that this authorization shall become void in the event the employee organization's eligibility for payroll deduction terminates for any reason. Upon termination of my employment with the University, this authorization will no longer be in effect.

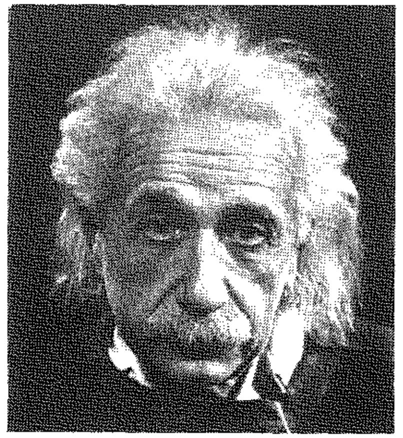
This authorization does not include dues, initiation fees and general assessments to cover any time prior to the payroll period in which the initial deduction is made. Payroll deductions, including those legally required and those authorized by an employee are assigned priorities. In the event there are insufficient earnings to cover all required and authorized deductions, it is understood that deductions will be taken in the order assigned by the University and no adjustment will be made in a subsequent pay period for membership dues, initiation fees and general assessments.

EMPLOYEE SIGNATURE	DATE

FOR UNIVERSITY USE ONLY

TRAN CODE	EMPLOYEE ID NO.	DATE	ELEMENT NO.	BAL CD	AMOUNT
1 2	4 12	13 18	19 22	23	24 30
X1		MO DY YR	6	G	
X1			6	G	
X1			6	G	

RETENTION: 1 YEAR AFTER INACTIVE · ACCOUNTING OFFICE



> "I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and, also, generally speaking, to secure their influence in the political field."
>
> — Albert Einstein
>
> *Why I joined the AFT*

NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES

BUSINESS REPLY MAIL
FIRST CLASS PERMIT NO. 1181 LA JOLLA, CA

POSTAGE WILL BE PAID BY ADDRESSEE

UNIVERSITY COUNCIL—AFT
8726 South Sepulveda Blvd. #1011
Los Angeles, CA 90045

UC-AFT LOCAL CONTACTS

BERKELEY	Nancy Elnor	(415) 929-1948
DAVIS	Marlene Clarke	(707) 446-4103
IRVINE	Sylvester Klinicke	(714) 854-7307
LOS ANGELES	Tom Lochhaas	(310) 825-5890
RIVERSIDE	Cynthia Tuell	(714) 956-8825
SANTA BARBARA	Maria Marotti-Ceder	(805) 966-9250
SANTA CRUZ	Virginia Draper	(408) 426-8284
SAN DIEGO	Fred Lonidier	(619) 455-5725

News & Notes

Retirement Board Vote

Dick Vierich, a UC-AFT local officer and science librarian with 21 years of UC service, is running for election to the UC Retirement System Board.

All UC employees covered by the UC retirement fund are eligible to vote in the November election.

If elected to the board, Vierich said he "will work to protect the safety of the employee retirement funds and preserve the integrity of the system as a whole."

Spying In UC Libraries

A UC Irvine librarian and union officer filed a Sept. 9 federal suit against the CIA charging the intelligence agency with illegally spying on him and then refusing to release his file.

Daniel Tsang's suit alleges that the CIA violated federal laws prohibiting the collection of information on activities that are protected by First Amendment rights.

"Even the KGB is now opening its files; shouldn't the CIA do the same?" Tsang asks. With the recent revelation that the FBI has kept libraries, their employees and their users under surveillance for years, Tsang said he is not surprised to find the CIA apparently doing the same.

UC-AFT MEETINGS

Dec. 7 — San Francisco
March 7 — Los Angeles
May 16 — San Francisco
July 11 — Los Angeles

UC Libraries Cutting Staff

Early retirement incentives create unfilled vacancies; Some UC campuses handle cutbacks better than others

VERIP! PLUS 5!
GOLDEN HANDSHAKE!

These three labels describe an unusual phenomenon affecting the University of California libraries last Spring.

The Voluntary Early Retirement Incentive Program (VERIP) inspired almost 50 librarians to venture into a new stage of their lives. Many of them were long-time union members and we will miss their support, although we wish them well in all new endeavors.

On the homefront, UC Libraries faced an instant reduction in force at the same time we were already dealing with shrinking budgets. How the University met the challenge of continuing the libraries' tradition of providing excellent service to our faculty and students is a telling case study.

Some campuses had a greater proportion of retiring librarians than others, but all were faced with the prospect of not filling all the vacated positions.

One campus developed a plan which included the closing and merging of several branch libraries as a way to redistribute staff and resources. The Library Administration announced its commitment to avoiding layoffs and giving people the opportunity to move to open positions of their choice.

Another campus followed a less sensitive path, making unilateral decisions about who would be transferred and where they would go without allowing anyone to volunteer for an open position which might be of interest.

The resulting levels of morale can be inferred without much difficulty.

Union representatives on some campuses voiced concern about the procedures to be followed in filling vacant positions and had fruitful discussions with the University. This is the model we should pursue on every campus.

Only through unity (and the union!) can we have a positive effect on our work life and prevent the University from unilaterally dictating our working conditions.

Library Holiday Closures

Some campuses have decided to close the Library during the holidays at times other than official Academic/Administrative holidays.

We would like to remind our colleagues that under our contract provisions, ***Librarians Do Not Have To Take Vacation Or Leave Without Pay On Those Days.***

You have the right to make alternative arrangements, so that even though you are not at work on that day, you do not have to expend vacation time. Remember: Librarians do not "punch a time clock" or have a set number of working hours.

As academic employees expected to fulfill our obligations to the University, librarians have flexibility in the scheduling of University time to do so.

This should provide opportunities to deal with holiday library closures without taking vacation or leave without pay.

If you have any questions, please do not hesitate to call your local union representative (see p 2).

UC-AFT Spotlight...

Gary Adest

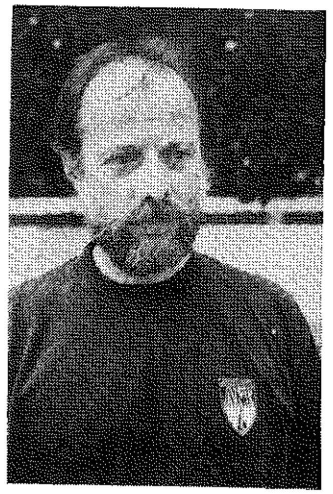
Dedicated. Effective. Knowledgeable. Diplomatic. Multidimensional. Principled. Eloquent. Friendly. Caring. Fun.

These are the adjectives that first come to mind when we contemplate **Gary Andrew Adest** and his contributions to the University Council.

Gary cares about people; he cares about justice and he cares about education. Thus it is no surprise that under his talented leadership the union has prospered both numerically and philosophically.

Gary now feels we have grown to a point where our organization demands a specialization that exceeds his personal experience and expertise.

Characteristic of his ego-less pragmatism, he is leaving us in good hands while gradually and gracefully bowing out to a life of herpetological research and pleasant pursuits.



UC-AFT Executive Director
1987-91

We are immensely grateful, Gary, and will not soon forget all that you have done for education and the academics at the University of California.

UC Cannot Dismiss Irvine Lecturer's Suit

SANTA ANA— A California Supreme Court Judge Sept. 6 denied UC's bid to dismiss the case of UCI Lecturer **Richard Liao**, a case that smacks of unfair treatment and possible nepotism.

Liao, a popular lecturer in Chinese, claims the University was "arbitrary and capricious" in failing to reappoint him to a sixth-year position in the newly formed Department of East Asian Languages and Literatures.

Liao and the UC-AFT argue that UC conducted all interviews for the new positions at a conference in Chicago; Liao was unable to attend the conference, and even though he expressed an interest in the position, he was not interviewed on campus.

Candidates were required to have at least a masters degree; Liao had two. Even so, he was never interviewed despite an excellent teaching record.

One of the appointments made was of **Emily Huang**, the wife of newly appointed UCI Linguistics Prof. **James Huang**. She did not have a masters degree.

cont. p. 4

U.S. Faculty Pay Down 18.7% from 1971-1984, from p. 1

the University of California. Rather than pay raises, academic employees here have had their cost-of-living adjustments withheld and withdrawn.

UC employees hit with a deferral of their merit salary adjustment this year should consider the longer-term likelihood of forever losing this income. If 1991-92 merit increases are paid from 1992-93 budget funds, it would seem highly unlikely that sufficient funds will be available to pay the 1992-93 merit adjustments. In essence, "deferral" is a convenient euphemism for "elimination."

UC salaries may be falling so far behind comparable institutions that "catching up" will be impossible, thus threatening the survival of the CPEC comparative salary-setting process.

What implications might we expect from stagnant academic salaries? According to the conclusions reached by Bowen and Schuster, "Sharp declines in real and relative salaries ... will continue to lower the morale of college and university faculty members. These declines also weaken the capacity of higher education to serve students and society."

If the 1970-1984 poor performance of faculty salaries could be blamed on difficult economic conditions that forced governmental austerity, "the declines would be more readily accepted," the authors continue. "In fact, however, virtually all other groups of state and local employees have maintained their real and relative salary positions..."

Why have the salaries of other state employees risen while faculty income has stagnated?

UC-AFT President **Susan Griffin** offers her thoughts and suggestions on page 2 of this issue.

UC-AFT Hires Top Labor Consultant

Ed Purcell: Experienced in labor relations, collective bargaining & legislative lobbying

Following an extensive search for a candidate to replace retiring Executive Director Gary Adest, the University Council's Search Committee was pleased to announce this fall the appointment of Edward R. Purcell as UC-AFT Labor Relations Consultant.

Having served in executive positions for the California Faculty Association, the American Association of University Professors, The Pennsylvania Social Services Union and the State University of New York/United, Purcell is familiar with the challenges of operating a statewide, multi-campus union. Purcell also impressed the Council's Search Committee with his successes as chief negotiator for a number of higher education collective bargaining agreements and his background as a registered political lobbyist in New York, Pennsylvania and Connecticut.

Upon his acceptance of the consultant's position, we asked Purcell for some of his early perceptions of the UC-AFT and the tasks ahead:

The union deserves to be highly respected for what it has accomplished and for persevering in the face of concerted attacks from higher education's most dedicated anti-union employer. Less committed faculty unionists would have given up long ago.

Nevertheless, a second early impression is one of some fatigue among union members and leaders alike who have been forced to carry the union on their backs for many years with insufficient help from their colleagues and in the face of the virulent anti-union employer mentioned above.

An early goal: I'd like to expand the union's base among all segments of the faculty and encourage additional member participation in the union. The current negative resource/program cycle must be broken. Without sufficient resources, the union has difficulty offering program sufficient to attract members. Without members, resources can't be generated to provide program.

How will we do this? I want to begin by restoring and expanding respect.

It's obvious to me as a new person reviewing the UC/UC-AFT relationship that the University has very little respect for the employees represented by the union or for the contribution that these employees make to the University's educational mission. Given this lack of respect for the employees, it is also obvious that the University would have even less respect for the employees' union—a problem which manifests itself throughout our collective bargaining agreements.

I want to start by encouraging the University to respect the union and its contract—we will no longer endure unanswered the University's repeated efforts to embarrass us.

While commanding respect from the administration, I expect the union will continue to make pragmatic choices and take principled positions. With success there, we will reinforce and increase faculty respect and participation in the UC-AFT.

Big Issues For the Coming Year: Obviously the successful conclusion of long-running fights such as open files and quotas, but I also want to concentrate on reversing the negatives of the bargaining process and dealing with resource issues, particularly membership.

Union Relieves "Office Headaches"

UC Davis faculty who were occupying unhealthy offices last spring have been relocated thanks to the persistence of the Davis local union.

The old offices frequently flooded and the building's ill-conceived ventilation system failed to clear the air of chemically nauseating carpet glues and deodorizers.

Though faculty and students were getting sick, dizzy and fainting, the administration was slow to respond.

After soliciting written complaints from demoralized office occupants and combatting the University's bureaucratic inertia, the union filed a Step II Formal Grievance.

The administration eventually acknowledged that the office conditions were inadequate.

"Now we are all happy to be back in the Humanities trailer," said Local President **Marlene Clarke**. "Without the help we received from [English Dept. Chair] **Peter Dale**, we'd probably still be getting headaches back in our old offices."